

## Important Rx drug benefit information for UnitedHealthcare members

Effective Jan. 1, 2008, members enrolled in one of the UnitedHealthcare (UHC) medical plans will receive their prescription drug benefit from Catalyst Rx rather than PharmaCare. Retirees enrolled in the UHC High Deductible Health Plan will continue to obtain their prescription drug benefits through UHC.

Catalyst Rx brings very competitive pricing that should help Sandia manage copay increases in the future. In addition, Catalyst Rx provides the highest level of customer service among the top 10 pharmacy benefit managers in the industry (according to a recent industry survey of employer groups). Catalyst Rx also coordinates with PayFlex, Sandia's Reimbursement Spending Account (RSA) administrator, to minimize the need for UHC members to submit prescription drug expenses to PayFlex for verification purposes under the tax code.

The benefits Welcome Kit members receive in December will contain new ID cards to use at the pharmacy. All covered members will be listed on the ID card and, to help prevent identify theft, the new cards will include unique Catalyst Rx member ID numbers.

Although the copay structure for 2008 is not changing, it is important to note that each administrator has its own preferred drug list; therefore, the cost for prescription drugs could change. The preferred drug list identifies which brand-name drugs will be dispensed at the lower copay. Review the Catalyst Rx preferred drug list to find out the preferred/non-preferred brand status of your drugs. The list will be available beginning Oct. 20 at [www.catalystrx.com](http://www.catalystrx.com) (user id and password is SNL).

Information on mail order prescription refills currently on file with PharmaCare as well as other information will be mailed from Catalyst Rx and/or the Sandia Benefits department in the coming months.

Beginning Jan. 1, 2008, UHC members must present the Catalyst Rx ID card when using a retail network pharmacy.

If you use your EHS or PharmaCare ID card, your prescription will be rejected and you will have to pay the full price, which is not eligible for reimbursement. The majority (99%) of the retail network pharmacies that you regularly access will continue to be a part of the network with Catalyst Rx.

## Benefits fairs/presentations

### Employee benefit fairs

This year, the Health, Benefits, and Employee Services Center will be hosting several benefit fairs for employees. Come and ask your benefit questions of the Sandia health plan vendors and/or the benefits staff. Have your blood pressure checked by Sandia's Preventive Health staff.

#### New Mexico

- Oct. 22 — Area IV, Bldg. 962 Auditorium, 9 a.m.–4 p.m., (MDT)
- Oct. 24 — Steve Schiff Auditorium Lobby, 9 a.m.–4 p.m., (MDT)
- Nov. 5 — Steve Schiff Auditorium Lobby, 9 a.m.–4 p.m., (MDT)
- Nov. 6 — (Tuesday), Sandia Laboratories FCU, 1301 Britt Street SE, Research Park, 10 a.m.–3 p.m. (MDT)

#### California

- Oct. 30 — Bldg. 905 Mezzanine, 10 a.m.–2 p.m. (PDT)

### Retiree/Survivor Open Enrollment presentations

This year, the Health, Benefits, and Employee Services Center will be hosting several Open Enrollment presentations for retirees/survivors.

#### Albuquerque

**All presentations at the Winrock Theatre, 201 Winrock Center (all times MDT)**

##### Non-Medicare-Primary Presentations

- Oct. 23, 8-9:30 a.m. • Oct. 25, 10:30 a.m.-noon • Nov. 1, 8-9:30 a.m.

##### Medicare-Primary Presentations

- Oct. 23, 10:30 a.m.-noon • Oct. 25, 8-9:30 a.m. • Nov. 1, 10:30 a.m.-noon

#### Livermore

**All presentations at the Doubletree Club Hotel, 720 Las Flores Road (all times PDT)**

##### Non-Medicare-Primary Presentations

- Oct. 29, 8:30-10 a.m.

##### Medicare-Primary Presentations

- Oct. 29, 10-11:30 a.m.

## HBE listened and took action: The improved Medical Plan Estimator Tool is available!

HBE is delighted to announce that the Medical Plan Estimator Tool has been updated to make the tool more accurate and user friendly. Tool users provided feedback indicating that when using the previous tool, it was difficult to determine expected medical costs because the tool didn't allow users to split out dependent costs for each family member, and the tool did not accurately calculate deductibles and out-of-pocket costs.

Sandia HBE worked with the tool originator to enhance the tool. The new tool allows the employee to enter a basic health status indicator ("generally well," "some health needs," or "significant health needs") for each covered family member (employee, spouse, and children), and then it uses this information to map into a default expected number of medical services, again for each person. The defaults can either be used as they are presented for each person, or they can be edited. This upgrade provides more guidance during the input phase of the model. The tool has also been modified to more accurately calculate family-level deductibles and out-of-pocket costs. Another convenience for employees is quick access to a flexible spending account calculator, which was added as a new tab to the tool. This enhancement will help you decide how much you might set aside on a pre-tax basis to cover out-of-pocket health plan costs.

Check out the improved Medical Plan Estimator Tool at <http://oe.sandia.gov>. There is a link under the Resources section of the Employee and Retiree Open Enrollment websites.

## Employee Dental Plan options

The Dental Expense Plan (DEP) is the company-paid dental plan for employees and their eligible dependents. DEP covers certain preventive and diagnostic services in full and offers basic reimbursement of covered restorative services with annual and lifetime maximums.

The Dental Deluxe Plan (DDP) is a voluntary, employee-paid option that covers certain preventive and diagnostic services in full and offers an increased (approximately 25 percent) reimbursement of covered restorative services, as well as increased annual and lifetime maximums.

Dental Plan	Monthly Premium Charge – effective 1/1/08
Dental Expense Plan	No charge—Company-paid
Dental Deluxe Plan	Employee \$20
	Employee plus one Class I dependent \$30
	Employee plus two or more Class I dependents \$38

• Plan changes for 2008: none

### Helpful Tip

You can benefit by staying in-network when seeking dental service. By seeing a Delta Dental PPO provider, you can reduce your out-of-pocket costs by taking advantage of Delta's lower negotiated rates. Delta Dental Premier USA provider rates are also negotiated, but they are slightly higher. Regardless of the provider you choose, you will receive the same reimbursement from Sandia because the dental plans reimbursement is based on a scheduled benefit. For more information about your dental benefits and to locate an in-network provider, visit [www.consumertoolkit.com](http://www.consumertoolkit.com).

## Ready or not: Sandia prepares for Labs-wide inspection of ES&H programs

Over the next several months, Sandia will have an opportunity to sharpen its planning skills as it prepares for DOE's Office of Health, Safety, and Security (HSS), Office of Independent Oversight, HS-64, Labs-wide inspection of Sandia's Environmental, Safety, and Health (ES&H) programs, scheduled for late January 2008.

The inspection will evaluate all aspects of integrated safety management at Sandia, from how the Labs accepts changes to orders and laws to how the Integrated Safety Management System (ISMS) is integrated throughout the Labs. Every aspect of Sandia's processes for developing, deploying, implementing, and executing effective and integrated safety and environmental practices will be scrutinized.

"The effective implementation of an overall ES&H program into line operations is critical to ensuring operational excellence, which simply put, means doing things well across all our operations," says Center 4100 Director Phil Newman. "More importantly, however, is that integration of ES&H across the labs ensures the safety and welfare of the workforce while also protecting the environment.

"In the current budgetary climate," says Phil, "it is more important than ever that Sandia exhibit its commitment to running this laboratory in an efficient and safe manner."

Preparations for the inspection are already underway after a successful "kick-off" meeting on Sept. 5. The meeting teamed Sandia Director Champions with Sandia Site Office points of contact, 4100 Center managers and subject matter experts, and Line Implementation Working Group members. A list of topical areas anticipated for the inspection (see inset box) was compiled based on recent HS-64 inspections, Sandia issues from past external ES&H related inspections, and current ES&H performance issues.

Since the HS-64 inspection teams will focus on line implementation of ES&H

programs, these topical areas have designated Director Champions who will lead teams to determine the existence, adequacy, and level of compliance with ES&H programs across the Labs. Teams will routinely report status and evidence during periodic meetings. The intent is to self-identify strengths and weaknesses prior to the HS-64 inspection, demonstrating the ability to identify and resolve issues and document continuous improvement. By taking this approach, says Phil, the Labs can minimize the number of HS-64 findings and continue a process of self improvement.

The proposed schedule for the upcoming HS-64 inspection is:

- Scoping Visit — Dec. 11-12
- Onsite Planning — Jan. 14-18
- Data Collection — Jan. 28-Feb. 8
- Validation/Closeout – Feb. 26-28

Sandia VPs have been briefed and are actively preparing their divisions for the inspection. Additionally, a website, <http://gpweb.sandia.gov/HS64>, is under development to provide weekly information from subject matter experts to the Line concerning requirements, lessons learned, FAQs and answers, and successes as well as other useful information to help the line prepare.

"The ES&H organization appreciates all personnel supporting and preparing for this inspection," says Bob Brandhuber, senior manager for ES&H and Sandia's project leader for inspection preparation. "We have an opportunity to show DOE that we are in control of our own destiny at Sandia. We should take advantage of that opportunity by being ready and identifying our own areas for improvement with a actionable course of action that corrects any deficiencies discovered."

Any questions on the HS-64 Inspection should be directed to Bob Brandhuber at [rbrandh@sandia.gov](mailto:rbrandh@sandia.gov) or 845-1237.

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